

AMENDMENT NO. 5  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
SUPERVISORY BEACH LIFEGUARDS  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 5 TO THE MEMORANDUM OF UNDERSTANDING, made and entered into this 20<sup>th</sup> day of March, 2012,

BY AND BETWEEN

Authorized Management Representatives  
(hereinafter referred to as "Management") of  
the County of Los Angeles (hereinafter referred  
to as "County")

AND

LOS ANGELES COUNTY FIRE LIFEGUARD  
ASSOCIATION (hereinafter referred to as  
"LACOLA" or "Union")

WHEREAS, on the 5th day of July, 2005, the parties entered into a Memorandum of Understanding regarding the Supervisory Beach Lifeguards Employee Representation Unit, which Memorandum of Understanding (MOU) was subsequently approved and ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU as set forth hereafter:

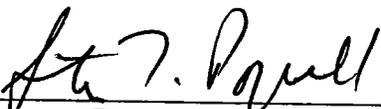
NOW, THEREFORE, the parties agree as follows:

1. Amend Article 4 – Term: Change termination date to 12:00 midnight on December 31, 2012.
2. Amend Article 5 – Renegotiation: Change dates for written commencement of negotiations to July 1, 2012, through August 1, 2012. Change date to begin negotiations to 30 days after receipt of written proposal or September 1, 2012, whichever is later. Change date for automatic impasse to October 31, 2012.
3. Amend Article 8 – Salaries, Section 4 - Sick Leave Accrual Exchange: Change date to receive payment of sick time to July 1, 2012.
4. Amend Article 10 – Special Pay Practices, Section 10 – Wellness/Fitness for Life Bonus: Change date to reflect contract term extension to 12-31-2012.
5. Amend Article 16 – Uniforms: Change dates to reflect contract extension. Employees employed on November 1, 2012 shall be entitled to a lump sum of \$600. Such payment shall be made between December 1, 2012 and December 15, 2012.

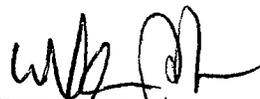
6. This Amendment No. 5 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 5 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 5 the day, month and year first above written.

LOS ANGELES COUNTY  
LIFEGUARD ASSOCIATION

By   
\_\_\_\_\_  
Steven Powell  
President

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
\_\_\_\_\_  
William T. Fujioka  
Chief Executive Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS